## KLIF(AM), KTCK(AM), KPLX(FM), KLIF(FM), KTDK(FM), WBAP(AM), WBAP-FM and KSCS(FM)<sup>1</sup> EEO PUBLIC FILE REPORT April 1, 2012-March 31, 2013<sup>2</sup>

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Writer/Producer	4, 21, 42 *	4
Account Executive	1-5, 7, 9, 11-21, 23-24, 26-31, 33, 36, 38, 40	4
Account Executive	1-5, 7, 9, 11-21, 23-24, 26-31, 33, 36, 38	3
Account Executive	1-5, 7, 11-21, 23-24, 26-31, 33, 36, 38	4
Sales Assistant/Office Manager	1-2, 4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 36, 38	4
Production Director	1-2, 4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38, 44	44
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38, 44	3
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
On-Air Talent	1-2, 4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Producer	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Production	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Account Executive	1-4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	5
Producer/Board Operator	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Digital Media Director	1-4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	3
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	3
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	3
Webmaster	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	6
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	(j)
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Local Sales Manager	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33-34, 38	5

<sup>\*</sup>Exigent circumstances

# KLIF(AM), KTCK(AM), KPLX(FM), KLIF(FM), KTDK(FM), WBAP(AM), WBAP-FM and KSCS(FM) EEO PUBLIC FILE REPORT April 1, 2012-March 31, 2013

# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<sup>&</sup>lt;sup>1</sup> On March 31, 2011, the assignment of license of KKLF(AM), Richardson, Texas (Fac. ID 86684) from Susquehanna Radio Corp. to Volt Radio, LLC, as Trustee, was completed (see FCC File No. BAL-20110331AKA). Pursuari, to the underlying trust agreement, KKLF(AM) may share employees with this SEU.

<sup>&</sup>lt;sup>2</sup> This Report provides recruitment data collected from March 22, 2012 through March 21, 2013 and was revised in September 2014 to address reporting issues.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Dallas Black Chamber of Commerce	No	0
	Dallas TX 75215		
	214-421-5200		
	Carmen Humble (chum@dbcc.org)		
13	Dallas Hispanic Chamber of Commerce	No	0
	4622 Maple Avenue, #207		
	Dallas, TX 75219		
	214-521-6007		
	Paula Rosas (prosas@gdhec.com)		
14	Texas Christian University/tcu.edu	No	1
	PO Box 297300		
	Ft, Worth, TX 76129		
	817-257-5572		
	Hirepurple@tcu.edu		
	Mary Beth Grayson-m.b.grayson@tcu.edu		
	Bethany Kilgore- b.kilgore@tcu.edu		
	Jessica Cates-i, cates@tcu.edu		
15	Southern Methodist University/smu.edu	No	0
	Hegi Family Career Development Center		
	PO Box 750256		
	Dallas, TX 75275-0256		
	214-768-2266		
	214-768-4292 (fax)		
	recruit@smu.edu		
16	University of Dallas/udallas.edu	No	0
	1845 E. Northgate Drive, Carpenter Hall, Room 141		
	Irving, TX 75062-4736		
	972-721-5131		
	972-721-5044 (fax)		
	Harriet H. Cousins		
	career@udallas.edu		
17	DeVry University	No	0.
	4800 Regent Boulevard		
	Irving, TX 75063-2439		
	9/2-9/29-0///		
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		Source Entitled	No. of Interviewees
Number	RS Information	Notification? (Yes/No)	Reporting Period
18	Dallas County Community College District	No	0
•	jobservices@deecd.edu		
••••	Notification includes all colleges listed below:		
	El Centro College – elcentrocollege,edu		
	Bastfield College - eastfieldcollege,edu		
-	Northlake College - northlakecollege,edu		
	Mountain View College - mountainviewcollege.edu		
	Brookhaven College - brookhavencollege,edu		
	Richland College – richlandcollege, edu		
19	Capital City African American Chamber of Commerce	Z.	5
;	5407 North IH 35, Suite 304	110	(
	Austin, TX 78723		
	512-459-1181		
	admin@capcitychamber.org		
20	League United Latin American Citizens (LULAC)	No	0
	9090 Lake Carolyn Parkway, #1700		
	Irving, TX 75039		
	214-219-2133		
	Joe Campos (jcampos@lulac.org)		
21	All Access Website	\$	10
	www.allaccess.com		
22	Media Staffing Network	\$	0
	info@mediastaffingnetwork.com		
23	University of Texas at Dallas/utdallas.edu	N <sub>o</sub>	0
	UTD Career Center		
	PO Box 830688, MC-16		
	Richardson, TX 75083-0688	•	
	9/2-883-29443		
	John Everson Employer Relations Coordinator		
	recruit@utdallas.edu		
24	University of Texas at Arlington/uta.edu	No	-
	PO Box 19156		
	Arlington, TX 76019-0156		
	817-272-2932		
	817-272-5792 (fax)		
	Barbara Peet, Director of Career Services	·	
	careers@uta.edu		

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25  Ft Worth Metropolitan Black Chamber of Commerce 1150 South Freeway, Suite 211 Ft. Worth, TX 76105 817-871-4538 817-332-6438 (fax) 26  The Art Institute of Dallas 1700 Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Jennifer Magee (imagee@aii.edu) 27  Texas Women's University 29 O Box 425589 Denton, TX 76204 940-TWU-2000 Sherri Williams careers@hyu.edu 28  University of North Texas 28  University of North Texas 29  Austin College 900 N. Grand Avenue Sherman, TX 75290-4400 900 N. Grand Avenue Sherman, TX 75290-4400 1403-813-2000 Lance Oft career@austincollege.edu 29  Austin Creek Pkwy Dallas Baptist University 300 Mountain Creek Pkwy 100 Dallas, TX 75211 11  Marion@dibu.edu		RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1150 South Freeway, Suite 211  Pt. Worth, TX 76105  817-871-6538  817-871-6538  817-871-6538  817-871-6538  818-32-6438 (fax)  The Art Institute of Dallas  Two Northpark East  8080 Park Lane, Suite 100  Dallas, TX 75231  469-887-1213  Jennifer Magee (imagee@aii.edu)  Texas Women's University  304 Administration Drive  PO Box 425389  Denton, TX 75204  940-TXU-2000  Sherri Williams careers@drvu.edu  University of North Texas  1155 Union Circle #311277  Denton, TX 75203-5017  940-565-2000  Dan Næggeli næggeli@unt edu  Austin College  900 N. Grand Avenue  Sherman, TX 75090-4400  903-813-2000  Dan Reggeli austincollege.edu  Dallas Baptist University  3000 Mourtain Creek Pkwy  Dallas, TX 75211  Dallas TX 75211  Marion@dibu.edu  Marion@dibu.edu		25	Ft Worth Metropolitan Black Chamber of Commerce	N <sub>o</sub>	0
## Worth, TX 76105  ## Worth, TX 76105  ## Worth, TX 76105  ## Art Institute of Dallas  ## Two Northpark East  ## B080 Park Lane, Suite 100  ## Dallas, TX 75231  ## 49-587-1213  ## Jennifer Magee (imagee@aii edu)  ## Texas Women's University  ## 304 Administration Drive  ## PO Box 425389  ## Denton, TX 75204  ## 4940-TWU-2000  ## Sherri Williams  ## careers@rous do I Worth Texas  ## 1155 Union Circle ## 311277  ## Denton, TX 75203-5017  ## 49-565-2000  ## Dan N. Grand Avenue  ## Sherman, TX 75090-4400  ## 900 N. Grand Avenue  ## Sherman, TX 75090-4400  ## 903-813-2000  ## Lance Oft  ## career@austincollege.edu  ## Dallas ## Baptist University  ## 3000 Mournain Creek Pkwy  ## Dallas TX 75211  ## 214-333-5360  ## Marion@dibu.edu  ## Marion@dibu.edu			1150 South Freeway, Suite 211		
817-871-6538 817-332-6438 (ffax)  The Art Institute of Dallas Two Northpark East 9080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Jennifer Magee (imagee@alii.edu) Texas Women's University 304 Administration Drive PO Box 425389 Denton, TX 75204 940-TWU-2000 Sherri Williams careers@xwu.edu University of North Texas 1155 Union Circle #311277 Denton, TX 75203-5017 940-565-2000 Dan Naegeli-naegeli@unt.edu Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott career@austincollege.edu Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 Narion@albu.edu Marion@dibu.edu			Pt. Worth, TX 76105		
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careers@txu.edu  University of North Texas  1155 Union Circle #311277  Denton, TX 76203-5017  940-565-2000  Dan Naegeli - naegeli@unt.edu  Austin College  900 N. Grand Avenue  Sherman, TX 75090-4400  903-813-2000  Lance Ott  career@austincollege.edu  Dallas Baptist University  3000 Mountain Creek Pkwy  Dallas, TX 75211  214-333-5360  Marion Hill  Marion@dbu.edu			Sherri Williams		
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940-565-2000  Dan Næggli- næggli@unt edu  Austin College  900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000  Lance Ott career@austincollege.edu  Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360  Marion Hill Marion@dbu.edu			Denton, TX 76203-5017		
Dan Naegeli- naegeli@unt edu Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott career@austincollege.edu Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu			940-565-2000		
Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott career@austincollege.edu Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion@dbu.edu			Dan Naegeli- naegeli@unt.edu		
900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Oft career@austincollege.edu  Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu		29	Austin College	No	0
Sherman, TX 75090-4400 903-813-2000 Lance Ott career@austinoollege.edu Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu			900 N. Grand Avenue		
903-813-2000  Lance Ott carres(@austinoollege.edu  Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360  Marion Hill Marion@dbu.edu			Sherman, TX 75090-4400		
Lance Ott career@austinoollege.edu  Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360  Marion Hill Marion@albu.edu			903-813-2000		
career@austinoollege.edu  Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360  Marion Hill Marion@albu.edu			Lance Ott		
Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu	_		career@austincollege.edu		
3000 Mountain Creek Pkwy Dallas, TX 75211 214-33-5360 Marion Hill Marion@dbu.edu		30	Dallas Baptist University	Z,	0
Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu			3000 Mountain Creek Pkwy		
214-333-5360 Marion Hill Marion@dbu.edu			Dallas, TX 75211		
Marion Hill Marion@dbu.edu			214-333-5360		
Marion@dbu.edu			Marion Hill		
			Marion@dbu.edu		

Source Entitled to Vacancy Notification? (Yes/No)  No Notification? (Yes/No)  No N				
Tarrant County College   No 817-515-5223   Northeast Campus (necereerservices@tocd.edu)     S28 West Harwood Rd., Hurst, TX 76054-5259     Northwest Campus (necereerservices@tocd.edu)     S100 Houston St. Ft. Worth, TX 76110     South Campus (monion.betle@tocd.edu)     S201 Campus Drive, Ft. Worth, TX 76119     Southeast Campus (monion.betle@tocd.edu)     S201 Campus Drive, Ft. Worth, TX 76119     Southeast Campus (tracy.williams@tocd.edu)     S201 Daylor Drive Pt. Worth, TX 76119     Southeast Campus (tracy.williams@tocd.edu)     S201 Daylor Drive Pt. Worth, TX 76118     American Women in Radio & Television Website   No     S201 Daylor Drive Pt. Worth, TX 76118     American Women in Radio & Television Website   No     S201 Daylor Drive Pt. Worth, TX 7610     Daylor Daylor Drive Pt. Daylor Dr	RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS Over Reporting Period
Northeast Campus (necareerscrivioes@tood.edu)  828 West Harwood Rd, Hurst, TX 76034-3229  Northwest Campus (nw. carerrscrivioes@tood.edu)  1500 Housetto St, Ft, Worth, TX 76102  South Campus (monica bettle@tood.edu)  5301 Campus Drive, Ft, Worth, TX 76119  Southeast Campus (monica bettle@tood.edu)  5301 Campus Drive, Ft, Worth, TX 76119  Southeast Campus (monica bettle@tood.edu)  2100 Southeast Pkwy, Arlington, TX 76018  American Women In Radio & Television Website  www.awrt.org  Greater Dallas Indo-American Chamber of Commerce  5930 LBI Freeway, Suite 330  Dallas, TX 75240  214-346-9539  gdiacc@gdiaco.org  Texas Association of Broadcasters (TAB)  502 E. 11 <sup>th</sup> Street, Suite 200  Austin, TX 78701  512-322-994  Craig Bear (craig@lab.org)  Texas Wesleyan University  1201 Wesleyan Street  Ft. Worth, TX 76105  817-531-4404  Craig Bear (craig@lab.org)  Texans Can Academy  325 W. 12 <sup>th</sup> Street  Dallas, TX 75208  214-944-1985  Humantesources@texanscan.org  Pallas Urban League (algdnetx.com)  No  315 S. Lancaster Road  Dallas, TX 75216  214-915-4601 fax  Felicia Brooks (brooks@ulgdnetx.com)  Pelicia Brooks (brooks@ulgdnetx.com)		Tarrant County College 817-515-8223	Š	1
S228 West Harwood Rd., Hurst, TX 76054-3259   Northwest Campus (from carerrservices@steed.edu)   1500 Houston St, Ft, Worth, TX 76102   South Campus (monicabettle@steed.edu)   5301 Campus Drive, Ft, Worth, TX 76119   Southeast Campus (tracy.williams@steed.edu)   2100 Southeast Pkny, Arlington, TX 76119   Southeast Campus (tracy.williams@steed.edu)   2100 Southeast Pkny, Arlington, TX 76119   Southeast Campus (tracy.williams@steed.edu)   2100 Southeast Pkny, Arlington, TX 76119   Southeast Campus (tracy.williams@steed.edu)   2100 Southeast Pkny, Arlington, TX 76119   Greater Dallas Indo-American Chamber of Commerce		Northeast Campus (necareerservices@tocd.edu)		
Northwest Campus (nw.ccarerrservices@xcod.edu) 1500 Houston St, Ft, Worth, TX 76102 South Campus (monica.bettle@xcod.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (racy.williams@xcod.edu) 2100 Southeast Pk.wy, Arlington, TX 76018 American Women In Radio & Television Website  www.awnlorg Greater Dallas Indo-American Chamber of Commerce 5930 LBJ Freeway, Suite 350 Dallas, TX 75240 214-346-5559 2d14-346-5559 2d14-346-3559 2d14-346-369 2d14-315-4600 phone 2d14-316-3600 phone 2d14-316-3600 phone 2d14-316-3600 phone 2d14-316-3600 phone 2d14-316-3600 phone		828 West Harwood Rd., Hurst, TX 76054-3299		
1500 Houston St, Ft, Worth, TX 76102		Northwest Campus (nw.ccarerrservices@tccd.edu)		
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Southeast Campus (tracy, williams@tcod.edu)  2100 Southeast Pkwy, Arlington, TX 76618  American Women In Radio & Television Website  www.awt.org  Greater Dallas Indo-American Chamber of Commerce  \$5930 LBJ Freeway, Suite 350  Dallas. TX 75240  214-346-9559  gdiacc@gdiacc.org  Texas Associtation of Broadcasters (TAB)  502 E. 11 <sup>th</sup> Street, Suite 200  Austin, TX 7870i  512-322-9944  Craig Bean (craig@tab.org)  Texas Wesleyan University  No  1201 Wesleyan Street Ft. Worth, TX 75105  817-351-4403  HR@texwes.edu  Texans Can Academy  325 W. 12 <sup>th</sup> Street  Dallas, TX 75208  Himanresources@texanscan.org  Association for Women in Communications  www.womcom.org  pvalenzuela@womcom.org  Dallas Urban League (ulgdnctx.com)  Association for Women in Communications  Felicia Brooks (fbrooks@aligdnctx.com)  214-915-4600 phone  214-915-4600 phone  214-915-4601 fax  Felicia Brooks (fbrooks@aligdnctx.com)		South Campus (monica.bettle@tccd.edu)		
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#### KLIF(AM), KTCK(AM), KPLX(FM), KLIF(FM), KTDK(FM), WBAP(AM), WBAP-FM and KSCS(FM) EEO PUBLIC FILE REPORT April 1, 2012-March 31, 2013

### III. RECRUITMENT INITIATIVES

2	1	
Participate in activity reasonably calculated to further the goal of disseminating information about employment opportunities in broadcasting	Internship Program	Type of Recruitment Initiative (Menu Selection)
Metroplex Area Consortium of Career Centers ("MACCC") is a group career service professionals, representing Dallas/Fort Worth community colleges and universities, dedicated to creating relationships with employers and identifying best practices to assist their students. On April 11, 2011, our SEU hosted a regular meeting of MACCC and presented information about broadcasting careers and candidate qualifications to bolster MACCC's ability to guide applicants to the broadcasting field. SEU participants included our Operations and Promotions Directors and General Sales Manager.	During this reporting period, our SEU hosted eleven (11) student interns from: University of North Texas (6); University of Texas-Arlington (2); Texas A & M (1); University of Iowa (1); and University of Maryland (1). The interns assisted the Programming Department and "shadowed" Department managers to learn about the operations and responsibilities of each department. The students also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.	Brief Description of Activity

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6	ÚI	4	ω	
Host Sales Open House	Participate in Job Fair	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	Host Sales Open House	Type of Recruitment Initiative (Menu Selection)
On August 16, 2012, our SEU hosted a sales open house at its studios in Dallas. The General Sales Managers (4) presented information about sales positions in broadcasting, candidate qualifications and the operations of a radio station during this event. This open house was promoted on one or more SEU stations.	On June 14, 2012, our SEU participated in the DeVry University Network Connections Career Fair. Our Business Manager attended this event and provided information to interested students about career opportunities in broadcasting as well as job openings and internships within the SEU.	On April 20, 2012, our SEU sponsored and hosted the 5 <sup>th</sup> annual Student Media Tour organized by the Alliance of Women in Media. A group of college students visited our studios in Dallas and received a tour of the facilities. Following the tour, our SEU's Market Manager, Operations Director, Promotions and Events Director and General Sales Managers (2) presented information about broadcasting careers, candidate qualifications and the operations of a radio station.	On April 11, 2012, our SEU hosted a sales open house at its studios in Dallas. The General Sales Managers (4) presented information about sales positions in broadcasting, candidate qualifications and the operations of a radio station during this event. This open house was promoted on one or more SEU stations.	Brief Description of Activity

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Participate in event/program sponsored by a community organization relating to careers in broadcasting	Participate in Job Fair	Host Job Fair	Type of Recruitment Initiative (Menu Selection)
On February 21, 2013, one of our SEU's Account Executives was invited to the Tower Club in Dallas to talk with the Dallas Downtown Connections Business Networking Group about radio broadcasting, the SEU's cluster of stations and the interesting sales opportunities working with a cluster of stations presents.	On September 18, 2012, our SEU participated in the National Association of Broadcaster's Education Foundation "Radio Show Career Fair". Our Business Manager and Assistant Business Manager attended this event and provided information to attendees about careers opportunities in broadcasting and job openings and internships within the SEU.	On September 12, 2012, this SEU hosted the "Putting Texans Back to Work" job fair at the Irving Convention Center that included 120 potential employers and was attended by approximately 6,000 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.	Brief Description of Activity

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	10 Host Job Fair	On March 19, 2013, this SEU hosted the
		"Putting Texans Back to Work" job fair at the
		Irving Convention Center that included 110
		potential employers and was attended by
		approximately 3, 500 job seekers. Our SEU
		secured the exhibit space, solicited local
		employers and organized all logistical aspects
		of the event as well as participating as an
		exhibitor. Our Business Manager, General
		Sales Managers, Program Directors and
		Assistant Business Manager manned the
		Cumulus booth and spoke to interested
		attendees about careers opportunities in
		broadcasting and job openings and internships
		within the SEU. This event was promoted on
		one or more SEU stations.